

Central Intelligence Agency



Washington, D. C. 20505

The Honorable Don Edwards
Chairman
Subcommittee on Civil and
Constitutional Rights
U.S. House of Representatives
Washington, D.C. 20515

Dear Mr. Edwards:

Director Casey has asked me to respond to your letter of 5 November concerning this Agency's interest in recruiting individuals with police or investigative skills.

While it is true that this Agency currently is particularly interested in applicants who have investigative skills which could provide important assistance to us in meeting our counter-terrorists, the press and media reports left a highly exaggerated impression of the scope of this effort.

First, let me assure you that we fully concur in your view that CIA agents should have no law enforcement responsibilities. This is a fundamental view in this Agency. Any applicants found suitable for Agency employment will be employees of this Agency, and not seconded to us by their parent agency. Accordingly, the applicants we are interviewing generally fall into two categories: relatively young (i.e., under 30) who are exploring the possibilities of a career change and more experienced officers who have vested retirement rights and can also consider a career change. While obviously we cannot guarantee that such an employee may not assume at a subsequent date to return to his police career, we believe that number would be quite low. We are also confident that such an individual would continue to be subject to the appropriate Constitutional and legal restraints to which you make reference. On the positive side, I am sure you would agree that some of our urban law enforcement agencies could profit by having some of the substantive knowledge about terrorist organizations that resides in this Agency.

While it would be inappropriate for me to discuss any specific numerical hiring goals we may have, I can say that it is very unlikely that we would be hiring over a single digit number from any one jurisdiction. This modest hiring program will not have any negative impact on the ability of law

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enforcement agencies to meet their responsibilities. In addressing this point, one senior police official observed that any one who might be considering joining our Agency is probably considering a career change anyway, and he just would as soon that the individuals's skills were employed in counter-terrorism work.

Like any new employee, former police officers would serve in this Agency wherever their skills could be most suitably employed; some could go into the analytical field, some working with foreign counter-terrorism experts, and others might become typical CIA case officers. While it is possible to train existing CIA personnel in these skills, we believe it is more economical and efficient to take people with the investigative skills and train them in the intelligence profession as we do in many other disciplines (e.g., engineers, physicists, linguists, etc.). The terrorism threat to this country increases daily. It is, therefore, imperative that we move quickly to meet this threat.

Regarding your final question, anyone hired by this Agency will be employed directly. There will be no relationship with their former organization. As employees of the Agency, they will be eligible for any benefit applicable to all new employees.

Thank you for your interest in this program. If there is anything that I can do, please call.

Sincerely,

David D. Gries
Director of Congressional Affairs

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